

SAN CARLOS APACHE REGIONAL PARTNERSHIP COUNCIL 2011 FUNDING PLAN SUMMARY

Regional Allocation 2011: \$569,167

Carry Forward from 2010: \$65,113

Funding Available for Allocation in 2011: \$634,280

Prioritized Needs	Goal Area	Proposed Strategies	Portion of Regional Allocation	Recommendation to the Board
Child rearing practices which are reflective of San Carlos Apache Tribal values	Family Support	Strategy 1 Apache Parent Curriculum	\$47,000	Recommend Approval
Coordinated efforts among early childhood service providers to provide for enhanced, effective, and collaborative family support and health services	Coordination	Strategy 2a Early Childhood Development and Health Collaborative	Unfunded	Recommend Approval
Increased Public Awareness of Early Childhood Issues, First Things First, and Career Opportunities	Communication	Strategy 2b Public Awareness Campaign	\$5,500	Recommend Approval
Increased Public Awareness of Early Childhood Issues, First Things First, and Career Opportunities	Professional Development	Strategy 2c Career Recruitment Campaign	\$5,500	Recommend Approval
Outreach, education and intervention on nutrition and prevention of childhood obesity and diabetes	Health	Strategy 3 Health Intervention	\$63,000	Recommend Approval
Increased early care and education opportunities for children ages birth through age five	Professional Development	Strategy 4 Professional REWARD\$ Program	\$20,000	Recommend Approval
Early screening for health and developmental delays for young children	Health	Strategy 5 Mobile Screenings	\$153,000	Recommend Approval
Increased quality early care and education opportunities for children ages birth through age five	Quality, Access & Affordability	Strategy 6 Family, Friend and Neighbor	\$54,000	Recommend Approval

Increased quality early care and education opportunities for children ages birth through age five	Quality, Access & Affordability	Strategy 7 Quality First	\$117,920	Recommend Approval
Child rearing practices which are reflective of San Carlos Apache Tribal values	Family Support/Early Literacy	Strategy 8 Apache Language/Culture Preservation Program	\$62,539	Recommend Approval
		Subtotal of Expenditures	\$528,459	
		Fund Balance	\$105,821	
		Grand Total	\$634,280	

San Carlos Apache Summary Financial Chart SFY 2010-2012

Revenue	SFY 2010	SFY 2011	SFY 2012 ESTIMATED	Total
FTF Total Allocation for the SFY	\$438,591	\$569,167	\$569,167	\$1,576,925
Fund Balance (carry forward from previous SFY)	N/A	\$65,114	\$105,822	
Total Available Funds	\$438,591	\$634,281	\$674,989	
Strategies	SFY 2010 OBLIGATED	SFY 2011 PROPOSED	SFY 2012 ESTIMATED	Total
Apache Parent Curriculum	\$47,000	\$47,000	\$30,000	\$124,000
2a. Early Childhood Development & Health Collaborative	Unfunded	Unfunded	Unfunded	Unfunded
2b. Public Awareness Campaign	\$5,500	\$5,500	\$5,500	\$16,500
2c. Career Recruitment Campaign	\$5,500	\$5,500	\$5,500	\$16,500
3. Health Intervention	\$63,000	\$63,000	\$63,000	\$189,000
Public Awareness/Career Recruitment Campaign	Removed	\$0	\$0	\$0
4. Professional RewardS Program	\$10,000	\$20,000	\$20,000	\$50,000
5. Mobile Screenings	\$153,000	\$153,000	\$130,000	\$436,000
Arizona Parent Kits	\$5,500	Removed	\$0	\$5,500
6. Family Friend and Neighbor	\$0	\$54,000	\$54,000	\$108,000
7. Quality First!	\$6	\$117,920	\$117,920	\$235,840
8. Apache Language and Cultural Preservation Program	\$0	\$62,539	\$62,539	\$125,078
Emergency Food Boxes	\$3,236	\$0	\$0	\$3,236
Emergency Scholarships	\$75,541	\$0	\$0	\$75,541
Needs and Assets	\$10,000	\$0	\$0	\$10,000
Evaluation	\$0	\$0	\$0	\$0
Subtotal Expenditures	\$378,277	\$528,459	\$488,459	\$1,395,195
Fund Balance (carry forward)	\$60,314	\$105,822	\$186,530	
Total	\$438,591	\$634,281	\$674,989	

SAN CARLOS APACHE REGIONAL PARTNERSHIP COUNCIL FUNDING PLAN

SFY 2011: July 1, 2010- June 30, 2011

I. Regional Allocation

Regional Allocation	SFY 2010	SFY 2011
Population Based Allocation	\$ 302,873	\$ 353,635
Discretionary: Baseline Adjustment	\$ 0	\$ 0
Discretionary: Frontier Community	\$ 56,940	\$ 128,180
Other Discretionary: Emergency Child Care Scholarships	\$ 75,541	
Other Discretionary: Emergency Food Support	\$ 3,236	
Other Discretionary: 2011		\$ 87,352
Other Income	\$ 0	\$ 0
Total Income	\$ 438,591	\$569,167

SFY 2010 Funding Plan Progress Report

A. The table below provides a summary of the San Carlos Apache Regional Partnership Council's prioritized needs, goals, key measures, and strategies for the SFY 2010 funding plan.

Identified Need	Gaal	Key Measures	Strategy Name and Description	Target Service Numbers and Geographic Service Area
Child rearing practices that are reflective of San Carlos Apache Tribal values.	Goal #11: FTF will coordinate and integrate with existing education and information systems to expand families' access to high quality, diverse, and relevant information and resources to support their child's optimal development. Goal#12: FTF will increase the availability, quality, and diversity of relevant resources that support language and literacy development for young children and their families.	Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health. Percentage of families with children birth through age five who report they are competent and confident about their ability to support their child's safety, health and well-being.	Strategy 1: Apache Parent Curriculum Develop and implement culturally relevant parent education curriculum.	Target Service Numbers = Not Applicable Geographic Service Area: Reservation-wide
Coordinated efforts among early childhood service providers to provide for enhanced, effective, and collaborative family support and health services.	Goal#13: FTF will lead cross- system coordination efforts among state, federal and tribal organizations to improve the coordination and integration of Arizona programs, services and resources for young children and their families.	Percentage of families who report they are satisfied with the level of coordination and communication among agencies serving their children. Total number and percentage of public and private partners who report they are satisfied with the extent and quality of coordination between public, private, and tribal systems.	Strategy 2a: Early Childhood Development and Health Collaborative Establish and Facilitate an Early Childhood Development and Health Collaborative	Target Service Numbers = 6 participating organizations will meet quarterly/3 coalitions of the collaborative will meet monthly Geographic Service Area: Reservation-wide

Geographic Service Area: Reservation-wide		Target Service Numbers = Z individuals to enter into coursework related to early childhood development. Geographic Service Area: Reservation-wide		Target Service Numbers = 100 parents 100 children ages birth through five participating in physical activity and nutrition programs. Geographic Service Area: Reservation-wide for
2 b: Public Awareness Campaign		2 c: Career Recruitment Campaign		Strategy 3: Health Intervention Implementation of interventions targeting nutrition, healthy weight and physical exercise into existing community services for children birth through
Percentage of Arizonans who report that early childhood development and health issues are important.	Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health	Total number and percentage of professional working in early childhood care and education settings with a credential, certificate, or a degree in early childhood development.	Total number and percentage of professional working in early childhood care and education that are pursuing a credential, certificate, or degree.	Percentage of families with children age birth through age five who report they are competent and confident about their ability to support their child's safety, health and well being.
Goal #15: FTF will expand public awareness of and financial and political support for, early childhood development and health efforts in Arizona.	Goal: #14: FTF will collect and disseminate accurate and relevant data related to early childhood development and health.	Goal#8: FTF will build a skilled and well prepared early childhood development workforce.		Goal#11: FTF will coordinate and integrate with existing education and information systems to expand families' access to high quality, diverse and relevant information and resources to support their child's optimal development.
Increased Public Awareness of Early Childhood Issues, FTF and Career Opportunities				Outreach, education and intervention on nutrition and prevention of childhood obesity and diabetes.

ublic areer Campaign Aareness ons or to serve		10000	lary Geographic Service Area: gram for Reservation-wide	3
Strategy 4: Public Awareness/Career Recruitment Campaign Increase Early Childhood Development and Health Awareness through a Communications Campaign: also to serve as a Career Recruitment Campaign.		Strategy S: Professional REWARD\$	Establish a salary incentive program for early childhood professionals.	
report that early childhood development and health issues are important. Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health. Total number and percentage of professional working in early childhood care and education settlings with a credential, certificate, or a degree in early childhood development.	Total number and percentage of professional working in early childhood care and education that are pursuing a credential, certificate, or degree.	Total number of children enrolled and vacancies in regulated early care and	education programs as a proportion of total population birth through age five.	Retention rates of early childhood development and health professionals
awareness of and financial and political support for, early childhood development and health efforts in Arizona. Goal: #14: FTF will collect and disseminate accurate and relevant data related to early childhood development and health. Goal#8: FTF will build a skilled and well prepared early childhood development workforce.		Goal#3: FTF will increase availability and affordability of early care and education	settings. Goal#9: FTF will increase the retention of the early care and education workforce.	
Awareness of Early Childhood Issues, FTF, and Career Opportunities		Increased quality early care and education	opportunities for children ages birth through age five.	

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Target Service Numbers = 30 screenings/interventions	Geographic Service Area: Reservation-wide		Target Service Numbers = 100 kits Geographic Service Area: Reservation-wide		Target Service Numbers = TBD	Geographic Service Area: Reservation-wide
Strategy 6: Mobile Screening	Deliver Mobile Play- Based Screening and Intervention Activities.		Strategy 7: Arizona Parent Kits		Emergency Food Boxes	
Ratio of children referred and found eligible for early intervention.	Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health.	children birth through age five who report they are competent and confident about their ability to support their child's safety, health and well-being.	Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health.	Percentage of families with children birth through age five who report they are competent and confident about their ability to support their child's safety, health, and well-being.	Percentage of families with children birth through age five	who report they are competent and confident about their ability to support
Goal#6: FTF will expand use of early screen in health care settings to identify children with	developmental delay.		Goal#11: FTF will coordinate and integrate with existing education and information systems to expand families' access to high quality, diverse and relevant information and resources to support their	children's optimal development.	Goal #11: FTF will coordinate and integrate with existing	education and information systems to expand families' access to high quality, diverse
Early screening for health and developmental	delays for young children.		Access to information about child development.		Statewide - economic and employment	recession

	and relevant information and resources to support their child's optimal development.	their child's safety, health, and well-being		
Statewide - economic and employment recession	Goal #3: FTF will increase availability and affordability of early care and education settings.	Current cost of early care and education for families as a proportion of the median income for a family of four. Total number of children enrolled and vacancies in regulated early care and education programs as a proportion of total population birth to age five.	Emergency Child Care Scholarships	Target Service Numbers= 72,432/ \$600 per month / 4 — this was estimated number of months of program) 30 children Geographic Service Area: Reservation-wide
Planning	Goal #14: FTF will collect and disseminate accurate and relevant data related to early childhood development and health		Needs and Assets	N/A

SAN CARLOS APACHE REGIONAL PARTNERSHIP COUNCIL Regional Funding Plan SAN CARLOS APACHE REGIONAL PARTNERSHIP COUNCIL Allocation: \$ 569,167

B. 1) Budget Summary, 2010 Funding Plan

A	. B	5	0
SFY 2010 BUDGET	SFY 2010 CURRENT	Obligated in SFY 2010	Unobligated in SFY 2010
TOTAL REVENUE	\$ 438,591.00 \$	438,591.00	\$ 438,591.00
Strategies	SFY 2010	SFY 2010	SFY 2010
1. Apache Parent Curriculum	\$47,000	\$47,000	\$O
2a. Early Childhood & Health Collaborative	0\$	SO	\$0
2b. Public Awareness Campaign	\$5,500	\$5,500	\$0
2c. Career Recruitment Campaign	\$5,500	\$5,500	\$0
3, Health Intervention	\$63,000	\$63,000	\$0
4. Professional Reward\$ Program	\$10,000	\$10,000	\$0
5. Mobile Screenings	\$153,000	\$153,000	\$0
6. Arizona Parent Kits	\$5,500	\$700	\$4,800
Emergency Food Boxes*	\$3,236	\$3,236	\$0
Emergency Child Care*	\$75,541	\$75,541	C\$
Communication	\$0	\$0	80
Needs and Assets	\$10,000	\$10,000	\$0
Evaluation	0\$	\$0	0\$
Subtotal	712,875\$	\$373,477	\$4,800
Fund Balance/Carry Forward	\$60,314		\$60,314
Total	\$438,591	\$373,477	

2) Progress with SFY 2010 Funding Plan

T	Status/Notes	Continued discussion with the San Carlos Apache Tribe to establish structure and mutual agreement for delivery of program services. Anticipate agreement by January 2010.	Revised strategy will present to the state board at the December meeting. The Collaborative is in progress. The first meeting of the collaborative will take place on December 1, 2009.	Revised strategy will present to the state board at the December meeting. The Collaborative is in progress. The first meeting of the collaborative will take place on December 1, 2009. Anticipated start date for this initiative is March 2010.
_o	Service Numbers	PENDING	PENDING	PENDING
ш.	Awards Made	This strategy was released as an RFGA in March. No applications were received. The Regional Partnership Council decided to proceed with this strategy as a government to government agreement.	No funds necessary, the Collaborative will be staffed by the First Things First San Carlos Apache Regional staff.	Collaboration with the Tribe The coordinator will go through the appropriate FTF mechanisms for the purchasing of services and/or goods.
m :	Target Service Numbers	Curriculum Development Phase Reservation-wide	6 participating organizations will meet quarterly/3 coalitions of the collaborative will meet monthly.	TBD Reservation-wide
Ω	Regional Allocation	\$47,000	\$0	\$5,500
U	Description	Develop and implement culturally relevant parent education curriculum.	Establish and Facilitate an Early Childhood Development and Health Collaborative	Create and implement a public awareness campaign
00	Strategy	Apache Parent Curriculum	Early Childhood Development & Health Collaborative	Public Awareness Campaign
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Revised strategy will present to the state board at the December meeting. The Collaborative is in progress. The first meeting of the collaborative will take place on December 1, 2009. Anticipated start date for this initiative is February 2010.	2 organizations awarded		Originally \$11,000 moved \$5,500 to 2b and \$5,500 to 2c during the November 2, 2009 Special Council meeting
PENDING	80 children ages birth through five	249 children ages birth through five	
Collaboration with the Tribe The coordinator will go through the appropriate FTF mechanisms for the purchasing of services and/or goods.	\$36,450 awarded May 21 to Save the Children	\$26,554.18 awarded May 21 to Special Olympics of Arizona	
2 individuals to enter into coursework related to early childhood development. Reservation-wide	100 parents 100 children ages birth through five. Reservation-wide		Removed-O
\$5,500	\$63,000		S0
Create and Implement an early childhood development and health career recruitment campaign	Implementation of interventions targeting nutrition, healthy weight and physical exercise into existing community services for children	ages birth through five.	Increase Early Childhood Development and Health Awareness through a Communications Campaign also to serve as Career Recruitment Campaign.
Gareer Recruitment Campaign	Health Intervention		Public Awareness/ Career Recruitment Campaign
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On hald	Continued discussion with the San Carlos Apache Tribe to establish structure and mutual agreement for delivery of program services. Anticipate agreement by January 2010.	Distribution and orlentation to agencies is scheduled for December 1. Cost of 50 kits is \$700. \$4,800 will carry forward to SFY2011	Expedited Agreements through Emergency Response Opportunity	On October 23, 2009, the Regional Partnership Council agreed to continue to aggressively pursue the use of these scholarships in the region.
PENDING	PENDING	50 kits to 20 agencies (2 per agency) remaining kits will go to FTF San Carlos Apache Regional office for	PENDING	PENDING
FTF STATEWIDE INITIATIVE	This strategy was released as an RFGA in March. No applications were received. The Regional Partnership Council decided to proceed with this strategy as a government to government agreement.	FTF STATEWIDE INITIATIVE	Grant Agreement with the San Carlos Apache Fire Department currently in process.	
10 early childhood professionals Reservation-wide	30 screenings/ Interventions Reservation-wide	100 Kits Reservation-wide	TBD	31 children
\$10,000	\$63,000	005'5\$	\$3,236	\$75,541
Establish a salary incentive program for early childhood professionals.	Deliver Mobile Play- Based Screening and Intervention Activities.	Purchase 100 Arizona Parent Kits for integration into existing parent support programs,		
Professional REWARD\$	Mobile Screening	Arizona Parent Kits	Emergency Food Boxes	Emergency Childcare Scholarship
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				through Emergency Response Opportunity
Assets	\$10,000	NA	A	The San Carlos Apache Regional Partnership Council allocated \$5,000 to the collection of additional tribal and region specific data. They also allocated \$5,000 to the analysis of the additional tribal/region specific data.
Carry	\$60,314			

III. SFY 2011 Funding Plan

A. Prioritized Needs: Provide an explanation for any changes to the prioritized needs from the SFY 2010 Regional Funding Plan.

The San Carlos Apache Regional Partnership Council has reviewed the priorities identified in SFY 2010 and with respect to the needs and assets of the region; the Regional Partnership Council has maintained the following needs for consideration through SFY2011 and the next three-year period:

- Child rearing practices that are reflective of San Carlos Apache Tribal values.
- Coordinated efforts among early childhood service providers to provide for enhanced, effective, and collaborative family support and health services.
- Outreach, education and intervention on nutrition and prevention of childhood obesity and diabetes.
- Increased public awareness of early childhood issues, First Things First, and career opportunities.
- Increased quality early care and education opportunities for children birth through age five.
- 6. Early screening for health and developmental delays for young children.
- 7. Access to information about child development.

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B. Goals, Key Measures and Strategies:

Targeted Service Numbers and Geographic Service Area	Target Service Numbers= Surriculum test sites Geographic Service Area: Reservation-wide	Target Service Numbers= 6 participating organizations will meet quarterly/3 coalitions of the collaborative will meet monthly. Geographic Service Area: Reservation-wide
Strategy Name and Description	Strategy 1: Apache Parent Curriculum Develop and Implement culturally relevant parent education curriculum.	Strategy 2a. Early Childhood Development and Health Collaborative Establish and Facilitate an Early Childhood Development and Health Collaborative
Key Measures	Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health. Percentage of families with children birth through age five who report they are competent and confident about their ability to support their child's safety, health and well-being.	Percentage of families who report they are satisfied with the level of coordination and communication among agencies serving their children. Total number and percentage of public and private partners who report they are satisfied with the extent and quality of coordination between public, private, and tribal systems.
Goal	Goal #11: FTF will coordinate and integrate with existing education and information systems to expand families' access to high quality, diverse and resources to support their child's optimal development. Goal#12: FTF will increase the availability, quality, and diversity of relevant resources that support language and literacy development for young children and their families.	Goal#13: FTF will lead cross-system coordination efforts among state, federal and tribal organizations to improve the coordination and integration of Arizona programs, services and resources for young children and their families.
Identified	child rearing practices that are reflective of San Carlos Apache Tribal values.	Coordinated efforts among early childhood service providers to provide for enhanced, effective, and collaborative family support and health services.

Target Service Numbers= TBD Geographic Service Area: Reservation-wide	Target Service Numbers= Individuals to enter Into the early childhood field	Geographic Service Area: Reservation-wide	Target Service Numbers= 125 parents 125 children ages birth through five Geographic Service Area: Reservation-wide
Strategy 2b. Public Awareness Campaign Create and Implement a public awareness campaign	Strategy 2c. Career Recruitment Campaign Create and Implement a public awareness campaign		Strategy 3: Health Intervention Intervention of Implementation of interventions targeting nutrition, healthy weight and physical exercise Into existing community services for children ages birth through five.
Percentage of Arizonans who report that early childhood development and health Issues are important. Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health	Total number and percentage of professional working in early childhood care and education settings with a credential, certificate, or a degree in early childhood development.	professional working in early childhood care and education that are pursuing a credential, certificate, or degree.	Percentage of families with children age birth through age five who report they are competent and confident about their ability to support their child's safety, health and well being.
Goal #15: FTF will expand public awareness of and financial and political support for, early childhood development and health efforts in Arizona. Goal #14: FTF will collect and disseminate accurate and disseminate accurate and relevant data related to early childhood development and health.	Goal#8: FTF will build a skilled and well prepared early childhood development workforce.		Goal#11: FTF will coordinate and integrate with existing education and information systems to expand families' access to high quality, diverse and relevant information and resources to support their child's optimal development.
Increased Public Awareness of Early Childhood Issues, First Things First, and Career Opportunities	V		Outreach, education and intervention on nutrition and prevention of childhood obesity and diabetes.

Target Service Numbers= 10 early childhood professionals Geographic Service Area: Reservation-wide	Target Service Numbers= 50 screenings/ Interventions Geographic Service Area: Reservation-wide	Target Service Numbers 10 family, friend and neighbor home child care providing care to families with children ages birth through five, including regulated, certified, licensed, legally unregulated, and relative care
Strategy 4: Professional Reward\$ Program Establish a salary incentive program for early childhood professionals.	Strategy 5: Mobile Screenings Deliver Mobile Play-Based Screening and intervention Activities.	Strategy 6: Support early care and education home providers who care for children of family, friends and neighbors with training and encourage appropriate regulation of child care home providers. Provide support and increase the quality of in-home care.
Total number of children enrolled and vacancies in regulated early care and education programs as a proportion of total population birth through age five. Retention rates of early childhood development and health professionals	Ratio of children referred and found eligible for early intervention. Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health. Percentage of families with children birth through age five who report they are competent and confident about their ability to support their child's safety, health and well-being.	Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources, on child development and health Percentage of families with children birth through age five who report they are competent and confident about their ability to support their child's safety, health, and well-being.
Goal#3: FTF will increase availability and affordability of early care and education settings. Goal#9: FTF will increase the retention of the early care and education workforce.	Goal#6: FTF will expand use of early screen in health care settings to identify children with developmental delay.	Goalutti: FIF will coordinate and integrate with existing education and information systems to expand families' access to high quality, diverse and relevant information and frasources to support their child's optimal development,
Increased quality early care and education opportunities for children ages birth through age five.	Early screening for health and developmental delays for young children.	increased quality early care and education opportunities for children birth through age five

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Geographic Service Area: Reservation-wide	Target Service Numbers= 4 center based slots Geographic Service Area: Reservation-wide
providers by providing information, materials and equipment that support children's health safety and early development increase the access and availability of training to friends, neighbors and relative providers in the community who do not otherwise have access.	Strategy 7: Quality First. Expand and increase the number of centers participating in Quality First beyond the statewide funded number.
through age five who report they maintain language and literacy rich home environments (e.g., children hear, language and language throughout the day, children have opportunities for listening and talking with family members, books and other literacy tools and materials are available and accessible to children). Percentage of families with children birth through age five who report reading to their children daily in their primary language.	Total number of early care and education programs participating in the QIRS system. Total number of children enrolled in early care and education programs participating in the QIRS system with a participating in the QIRS system with a high level of quality as measured by an environmental rating scale. Total number and percentage of early care and education programs participating in the QIRS system with a high level of quality as measured by an environmental rating scale. Total number and percentage of early care and education programs participating in the QIRS system improving their environmental rating score. Total number of identified improvements in regulatory and improvements in regulatory and
early care and education programs and settings.	Goal #1: FTE will improve arcess to quality early care and education programs and settings.
	early care and education opportunities for children birth through age five,

relevant information and primary language resources to support their child's optimal
DEVELOPMENT

C. New Strategies.

List of strategies:

Strategy 6:

Family Friend and Neighbor - Engage home based providers in activities that increase the quality of early care and education received by young children in their care.

Strategy 7:

Quality First- Expand and increase the number of centers participating in Quality First beyond the statewide funded number. The San Carlos Apache Regional Partnership Council will purchase four additional center based slots.

Strategy 8:

Apache Language/Culture Preservation - This strategy is focused around expanding the capacity of language and cultural preservation programs throughout the region to provide supports and services to young children age birth through five years and their families.

J. Summary Financial Chart SFY 2010-2012

Α	C	D	E	£
Revenue	SFY 2010	SFY 2011	SFY 2012 ESTIMATED	Total
FTF Total Allocation for the SFY	\$438,591	\$569,167	\$569,167	\$1,576,925
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2a. Early Childhood Development & Health Collaborative	Unfunded	Unfunded	Unfunded	Unfunded
2b. Public Awareness Campaign	\$5,500	\$5,500	\$5,500	\$16,500
2c. Career Recruitment Campaign	\$5,500	\$5,500	\$5,500	\$16,500
3. Health Intervention	\$63,000	\$63,000	\$63,000	\$189,000
Public Awareness/Career Recruitment Campaign	Removed	\$o	\$0	\$o
4. Professional Reward\$ Program	\$10,000	\$20,000	\$20,000	\$50,000
5. Mobile Screenings	\$153,000	\$153,000	\$180,000	\$436,000
Arizona Parent Kits	\$5,500	Removed	\$0	\$5,500
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7. Quality first!	\$0	\$117,920	\$117,920	\$235,840
8. Apache Language and Cultural Preservation Program	\$0	\$62,539	\$62,539	\$125,078
Emergency Food Boxes	\$3,236	\$0	\$0	\$3,236
Emergency Scholarships	\$75,541	\$0	\$0	\$75,541
Needs and Assets	\$10,000	\$0	\$0	\$10,000
Evaluation	\$0	\$0	\$0	\$0
Subtotal Expenditures	\$378,277	\$528,459	\$488,459	\$1,395,195
Fund Balance (carry forward)	\$60,314	\$105,822	\$186,530	
Total	\$438,591	\$634,281	\$674,989	
Δ	T.	D	E	F

E. Provide explanation for each strategy which has funding level changes from prior year.

Professional Reward\$ Program

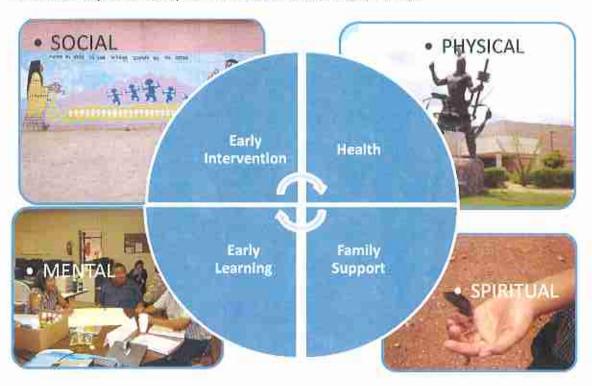
The San Carlos Apache Regional Partnership Council will increase the allocation from \$10,000 in SFY2010 to \$20,000 for SFY2011. The Regional Partnership Council felt strongly that a wage compensation program should be commensurate with programs currently offered by school districts and thus and increase to this allocation was appropriate.

Arizona Parent Kits

The San Carlos Apache Regional Partnership Council will eliminate the funding for this strategy. Because the Parent Kits are not being used as consumables, but rather to be used on an ongoing basis, it was felt this was not a strategy that needed to be continued. The startup cost related to this strategy to establish the infrastructure for this strategy has been met. The intent/goal of the Regional Partnership Council is to distribute as an educational, ongoing tool that will continue through the efforts of the agencies that have expressed their interest in implementing this as an education program for parents in their programs.

IV System Impact

The approach of the San Carlos Apache Regional Partnership Council to the development of its funding plan is based on our cultural concept of interconnectedness, meaning that all things are related. Accordingly, the funded strategies are linked in recognition that the wellness of young children in the San Carlos Apache Region will require efforts that address the social, physical, mental and spiritual components from a relational world view.



The San Carlos Apache Regional Partnership Council has built an early childhood system in the San Carlos Apache Community by intentionally constructing a system that is reflective of the Arizona Early Childhood Development and Health System yet inclusive of cultural concepts and traditions of the community. The strategies within this system are based upon current research and evidence based practice as they relate to family support and quality early childhood education and health.

	SOCIAL	-	PHYSICAL
Strategy 2	San Carlos Apache Farly Childhood Development & Health Collaborative	Strategy 3	Health Intervention
Strategy 6	Family Friend and Neighbor	Strategy 5	Mobile Screenings
	MENTAL		SPIRITUAL
Strategy 4	Professional REWARDS	Strategy 1	Apache Parent Curriculum

Strategy 7	Quality First	Strategy 8	Apache Language/Cultural
			Retention

The San Carlos Apache Regional Partnership Council is laying a foundation for an early childhood development system that connects the social, physical, mental and spiritual to establish a holistic continuum of care for young children. The goal is to ensure that all children, birth through age five, in the region achieve wellness through the development of a strong sense of cultural identity and a solid foundation for early childhood development and health. The San Carlos Apache Regional Partnership Council believes that every child has the ability to develop capacities in these four interrelated areas of life. To this end, the Regional Partnership Council was intentional in the design of our strategies to ensure these four elements are connected and work together to achieve balance.

Social: The Regional Partnership Council acknowledges that Apache children are social learners, who traditionally have always been at the side of elders and families in learning situations. Therefore, education is not a separate experience for the San Carlos Apache people. To demonstrate this concept, the Regional Partnership Council has initiated two strategies to address the social element. The San Carlos Apache Early Childhood Development and Health Collaborative bring various segments of the regional tribal society together to address early childhood development issues. This strategy was initiated in SFY2010 as an unfunded initiative; however, the Regional Partnership Council merged the region's communications efforts under the umbrella of the Collaborative bringing the funding to \$11,000. In recognition of the importance of family and community to the development of a young child, the Regional Partnership Council has allocated \$54,000 toward a new strategy designed to increase quality in family, friend and neighbor care. The total amount of funding for the social element of the San Carlos Apache regional funding plan is \$65,000.

Physical: According the San Carlos Apache Elder's Advisory Council having a strong body can make you feel good about yourself and your life, and conveys to others that you value yourself. This belief and practice begins at birth and can contribute to long-term feelings of wellbeing. In recognition of the importance of caring for the body, the San Carlos Apache Regional Partnership Council has initiated two strategies to address the physical element. The Health Intervention strategy targets nutrition and healthy weight and includes elements of physical activities, good eating habits and public awareness. This strategy was initiated in SFY2010 with a funding level of \$63,000. This strategy and funding amount will continue into SFY2011 with the goal of reaching 125 children or 11 percent of children ages three through five and their families. Mobile Screenings is a strategy developed in SFY2010 and funded at \$153,000. This strategy will also continue into SFY 2011 at the same funding amount with the goal of screening 5 percent of children ages birth through three. These strategies represent a coordinated effort for health that begins with parent awareness and progresses into physical activity as illustrated by the design of the strategies. The Mobile Screenings strategy includes a parent education component on healthy weight, physical activity and nutrition. The dissemination of this information is intended to set the stage for children at age three to naturally progress to the next level of healthy living that is offered by Health Intervention strategy. The total amount of funding for the physical element of the San Carlos Apache Regional Partnership Council regional funding plan is \$216,000 with the goal of reaching 16 percent of the targeted population.

Mental: Good mental health is important for everyone. Mental health is as important as physical health to our quality of life and is not simply the absence of mental illness. It goes further to include the skills necessary to cope with life's challenges and expanding knowledge to develop mental skills. Mental skills are internal capabilities that help individuals control their minds efficiently and consistently throughout life. The development of appropriate mental skills can help children to: develop self-confidence, set goals and create a positive long-term vision, use imagery and visualization to work on academic skills, focus concentration and attention and deal with adversity. If ignored, mental health problems can interfere with children's learning, development, relationships, and physical health. Furthermore, the Apache believe that knowledge, beliefs, and skills are fragments of information which become meaningful when they are organized into symbols, patterns, and relationships. With that in mind, the San Carlos Apache Regional Partnership Council recognizes that knowledge must be cultivated, arranged, and organized into meaningful learning. In recognition of the importance of caring for the mind, the San Carlos Apache Regional Partnership Council has initiated two strategies to address the mental element. Quality First is a new strategy that will increase quality early care and education in the region. It is designed to encourage a well trained, well educated staff that will provide improved care and result in better developmental outcomes for children. For example, there are seven regulated child care providers in the region eligible to participate in Quality First. Statewide funding provides one center based slot for Quality First and regional funding will allow an additional four centers to enroll. Thus, the total number of Quality First slots in the region in 2011 will be five of a possible seven providers. This means that 70 percent of the providers will be reached. The Professional REWARD\$ strategy provides an incentive that encourages early childhood professionals to increase their education and skill level while helping to retain well educated staff. This strategy was initiated in SFY2010 with a funding level of \$10,000, this strategy will continue into SFY2011 with an increased funding level of \$20,000. Ultimately, both of these strategies will facilitate highly qualified and effective early care and education providers who will provide meaningful learning experiences for children ages birth through five. The total amount of funding for the mental element of the San Carlos Apache Partnership Council regional funding plan is \$127,920.

Spiritual: A child's physical, mental and spiritual health are deeply intertwined and have a profound effect on one another. The Apache believe that nourishing the spirit is as important as food, water and exercise. More importantly, when Apache children feel connected and balanced spiritually they feel better physically and emotionally. The San Carlos Apache Regional Partnership Council is committed to keeping children connected to their heritage so that they are well rounded individuals with a positive self image who share a greater sense of community with their peers. In recognition of the importance of caring for the spirit, the San Carlos Apache Regional Partnership Council has initiated two strategies to address the spiritual element. The Apache Parent Curriculum is designed to provide parent education that respects the cultural and spiritual practices of the tribe. This strategy was initiated in SFY2010 with a funding level of \$47,000; this strategy and funding amount will continue into SFY2011. The San Carlos Apache Language and Cultural Retention Program is a new strategy that is focused on expanding the capacity of language and cultural preservation programs within the region. The Regional Partnership Council has allocated \$62,539 with the goal of reaching 329 children and their families. The total amount of funding for

the spiritual element of the San Carlos Apache Regional Partnership Council regional funding plan is \$109,539 with an overall goal of reaching of 31 percent of the target population.

In formulating this funding plan the San Carlos Apache Regional Partnership Council recognized that the services offered by existing federal and tribal programs in the region, such as the Indian Health Service and the Bureau of Indian Affairs, have become focused on providing intensive and targeted services while neglecting the more universal services. With that in mind, all of the strategies of the SFY2011 San Carlos Apache Regional Partnership Council funding plan are linked together through a universal approach. The Regional Partnership Council envisions an early childhood system that provides a continuum of services and supports that are universal across all four areas: Social; Physical; Mental; and Spiritual. The intent of the Regional Council in building this system is to be responsive to all young children and families in the San Carlos Apache region.

In SFY2010 the San Carlos Apache Regional Partnership Council spearheaded the implementation of a coordination strategy entitled the San Carlos Apache Early Childhood Development and Health Collaborative. This endeavor is continued in the SFY2011 funding plan to serve as a consistent source of support for the region's budding early childhood development system. This initiative will bring together the San Carlos Apache Tribe and community partners to develop and implement a public awareness and career recruitment campaign to generate support for early childhood issues. This type of support is critical to the success of the strategies set forth in the SFY2011 plan as well as to the San Carlos Apache Early Childhood System. The Regional Partnership Council will utilize the Collaborative to increase the opportunities for all partners to network and benefit from joint technical assistance, advocacy strength and program and fund development for the benefit of the children of the San Carlos Apache region.

The San Carlos Apache Tribal Council is the governing body in the region; therefore, it is important that they be included in every step of the system-building process. This will be achieved by:

- Providing formal quarterly updates during regularly scheduled Tribal Education Meetings
- Notifying and inviting all Tribal Council members to all of the Regional Partnership Council meetings
- Meeting informally with Tribal Council members to provide updates and answer questions
- Seeking the appropriate Tribal approvals for all activities of the Regional Partnership Council

It is the intent of the San Carlos Apache Regional Partnership Council to respect the authority of the San Carlos Apache Tribal Council in carrying out all elements of this funding plan.

Appendix A STRATEGY WORKSHEET

Strategy 6: Family, Friend and Neighbor Care to support outreach and training for home-based child care providers, including family, friend and neighbors.

There is only one school district in the San Carlos Apache Region. San Carlos is also home to one tribally licensed child care center, two certified family child care homes, one school based preschool and the San Carlos Head Start Program at five locations. These programs enroll a combined total of 329 children. The San Carlos Apache Needs and Assets Report reveals that there are approximately 1,046 children ages birth through five that are residing in the region. As a result 717 children appear to be without care and access to early education. San Carlos Apache families have limited choice in the type of child care and may rely more heavily on relative care. While no data on unregulated care is available, it can be inferred that many of the children in the region are being cared for in unregulated homes, or by family members. Families in the San Carlos Apache Region seem to overwhelmingly select home-based child care for their young children (Needs & Assets Report, 2008).

Home-based child care – regulated and unregulated (but legal) family child care and family, friend, and neighbor child care (e.g., kith and kin care) – is a common child care arrangement for many young children in the United States, especially those from low-income families and families of color. Research suggests that home-based care may be the predominant form of non-parental care for infants and toddlers (Brandon, 2005). It also represents a significant proportion of the child care for children whose families receive child care subsidies (Child Care Bureau, 2006), including those children and families who live in the San Carlos Apache Region (Needs & Assets Report, 2008). Parents use these arrangements for a variety of reasons including convenience, flexibility, trust, shared language and culture, shift and weekend work, and individual attention from the caregiver.

In order to address the need for training among family, friend, and neighbor providers, the San Carlos Apache Regional Partnership Council will invite stakeholders to submit proposals on how they could effectively conduct outreach to home-based providers, and engage them in providing training that increases the quality of early care and education received by young children in their care.

Specifically, the Regional Council would seek proposals that:

- Provide training and support to home-based early care and education providers, including family, friend, and neighbor providers
- Provide or link home-based providers who seek to become regulated to technical assistance

Proposals would be considered that contain one or more of the following features:

- Transportation to and from training
- Home visitation to appropriately support home-based providers (e.g., Parents As Teachers (PAT); pre-licensing visits; relationship-based model, etc.)
- Provision of materials to home-based providers, including safety equipment or safety kits, books, or educational materials

- CPR/FA certification, safety training
- On-site child care assistance or other child care assistance to allow home-based providers to attend training
- Training materials
- Mentoring or coaching support that ensures continued support of family, friend, and neighbor care providers so that they might have someone to turn to for expertise/guidance
- Place-based training (e.g. Play and Learn programs) where caregivers learn to interact effectively with young children

Applicants funded through this strategy will be required to demonstrate:

- a. Evidence of the effectiveness of the proposed training approach
- Evidence that the applicant(s) are well-connected in the San Carlos Apache Region, or have established sufficient local partnerships to successfully conduct outreach to homebased providers
- Evidence that the applicant can provide linguistic and culturally appropriate outreach efforts
- Evidence that the proposed model would be accessible and convenient for home-based providers in the region
- e. How they would demonstrate the effectiveness of their training efforts

Lead Goal: FTF will coordinate and integrate with existing education and information systems to expand families' access to high quality, diverse and relevant information and resources to support their child's optimal development.

Goal: FTF will improve access to quality early care and education programs and settings.

Key Measures:

- Percentage of families with children birth through age five who report they are satisfied with the accessibility of information and resources on child development and health
- Percentage of families with children birth through age five who report they are competent and confident about their ability to support their child's safety, health, and well-being
- Percentage of families of children birth through age five who report they maintain language and literacy rich home environments (e.g. children hear language throughout the day, children have opportunities for listening and talking with family members, books and other literacy tools and materials are available and accessible to children)
- Percentage of families with children birth through age five who report reading to their children daily in their primary language

Target Population: Home-based providers – includes regulated, certified, licensed, legally unlicensed, relative care.

Proposed Service Numbers	SFY 2011	SFY 2012	SFY 2013
	July 1, 2010 –	July 1, 2011 - June 30,	July 1, 2012 -
	June 30, 2011	2012	June 30, 2013
	10	10	10

Performance Measures:

- 1. Number of child care professionals receiving family, friend or caregiver training.
- 2. Number of FFN providers improving the quality of care as determined by self assessment
- 3. Number of regulated child care homes in the region

SFY 2011 Expenditure Plan f	or Proposed Strategy
Allocation for proposed strategy	\$54,000

Budget Justification:

The following model was used to assess typical costs of operating programs with similar scopes of work.

6 month training & support program.

Meets 2 hours/week; 5 participants per session; 10 participants per year

- Program Outreach Expenses=\$5,000 annually
- Training on-site child care=\$2,000 annually per child care worker (2) workers plus child care equipment=\$5,000.00
- Participant Transportation=\$10,000
- Provider Books and Educational Toys for Children=\$5000
- Provider Nutritional Snacks Stipend for Children=\$50 per month for 10 participants annually=\$6,000
- Education Materials for Providers=\$5000
- Training Materials=\$10,000
- Safety Equipment (i.e. smoke detectors, child-proofing services, fire extinguishers for 10 homes)=\$5,000
- CPR/FA Certification=\$50.00 annually for 10 participants=\$500.00
- SCAT Fingerprinting Clearance/Background Check=\$100 one time for 10 participants=\$1,000.00
- Arizona Licensing Fees=\$150 annually for 10 participants=\$1,500

Strategy 7: Expand Quality First to add four medium centers in the San Carlos Apache Region

The San Carlos Apache Region is home to seven early care and education centers (five Head Start Centers and two early care centers). There are five head start programs located in all four districts (Gilson Wash, Seven Mile Wash, Peridot and Bylas) of the San Carlos Apache Reservation. Additionally the Tribe operates two early care centers that are located in the Seven Mile Wash and Bylas Districts. Of the seven early care and education centers, only one Head Start Center located in the Peridot District is a participating in the Quality First Program. Therefore only the children in that district will benefit from the enhancement of the center's services as a result of the Quality First Program. It is the intent of the San Carlos Apache Regional Partnership Council to ensure that all children residing on the San Carlos Apache Reservation have access to high quality early care and education. With that in mind, the San Carlos Apache Regional Partnership Council has elected to purchase four additional center based slots to increase the quality of early childhood and education centers in geographic districts of the San Carlos Apache Reservation.

Research conducted in five states with long-term quality improvement and rating systems, e.g. CO, NC, PA, TN and OK, show significant improvement in the quality of programs/settings participating in quality improvement and rating systems. Research also shows that low income children receive a higher level of benefit (i.e. school performance and other at-risk factors) from quality early care and education programs than children with higher income levels (Cost, Quality and Child Outcomes Study Team", 1995 & 2005).

The First Things First Board approved funding to design, build and implement the first phase of Quality First, Arizona's Quality Improvement and Rating System (QIRS) for early care and education centers and homes. Because so many of Arizona's youngest children are enrolled in child care, early education and preschool settings, the quality of programs is undeniably important. Just 15 percent of early care and education centers and less than 1 percent of family child care homes in Arizona are accredited by a national accreditation system, currently the only measure of high-quality available in the state.

State licensing regulations are considered adequate and minimal and do not include quality determiners, i.e. optimal recommended adult-child ratios, maximum group size, well-qualified personnel, and strong curriculum and environments. Many children are in settings where quality is poor or mediocre and poor quality settings may harm children or may be a barrier to optimal development ("North Carolina's 5-star child care licensing system", 2001).

Arizona will now have a system and working model of early childhood care and education quality standards, assessment and supports (financial and other) throughout the state, rather than multiple models, in order to ensure public confidence in its validity and to systematically evaluate outcomes for children.

Quality improvement and rating systems are comprehensive strategies being used throughout the country to improve the quality of early care and education and inform families, providers, funders, regulators and policy makers about quality standards for early care and education. Currently 17 states are operating statewide quality improvement and rating systems, and another 30 states have local pilots or are developing their systems.

Research conducted in five states with long-term systems and evaluation designs, e.g. Colorado, North Carolina, Pennsylvania, Tennessee and Oklahoma, show significant improvement in the quality of participating programs/settings ("Reaching for the Stars" Center Validation Study: Final report. Norman, OK: Early Childhood Collaborative of Oklahoma", 2003). Locally, the Tucson First Focus on Quality pilot program evaluation found significant improvement in 46 centers in key quality components such as physical learning environment, adult-child interactions, school readiness strategies, health & safety, and director and staff qualifications ("First Focus on Quality: Final Evaluation Report", 2006). A new study of the Colorado's Qualistar Quality Rating and Improvement System by the RAND Corporation suggests that the quality indicators which produce child outcomes measure not only the quality of the environment, but also the quality of interactions, in early care and education settings ("Assessing the Validity of the Qualistar Early Learning Quality Rating and Improvement System as a Tool for Improving Child-Care Quality", 2008). Arizona is incorporating this research into its development of Quality First.

Lead Goal: FTF will improve access to quality early care and education programs and settings.

Key Measures:

- Total number of early care and education programs participating in the QIRS system.
- Total number of children enrolled in early care and education programs participating in the QIRS system
- Total number and percentage of early care and education programs participating in the QIRS system with a high level of quality as measured by an environmental rating scale
- Total number and percentage of early care and education programs participating in the QIRS system improving their environmental rating score
- Total number of identified improvements in regulatory and monitoring standards
- Total number of children enrolled and vacancies in regulated early care and education programs as a proportion of total population birth to age five
- Number and percentage of early care and education programs with access to a Child Care Health Consultant

Target Population: Currently there are seven early care and education program. The total consists of five Head Start Programs and two early childhood care centers within the region. None of the seven child care/preschool programs are NAYEC accredited centers. The Regional Partnership Council wishes to target a geographic diversity with the programs enrolled in Quality First sites to be in located in all four districts of the San Carlos Apache Reservation.

	5FY 2011 July 1, 2010 — June 30, 2011	SFY 2012 July 1, 2011 - June 30, 2012	SFY 2013 July 1, 2012 - June 30, 2013
Proposed Service Numbers	4 medium centers	4 medium centers (State funding will	4 medium centers
	(State funding will provide 1 center and 1 homes with	provide 1 center and 1 homes with enrollment)	(State funding will provide 1 center and 1 homes with

	enrollment)	enrollment)
Performance Measures:		
Number of children serv Number of centers movi	d / proposed service number ed at target quality level / propose ng from one star rating to three sta care and education programs incre	ar rating/ proposed service number
SFY 2011 Expenditure Plan	for Proposed Strategy	
Allocation for proposed strategy	\$117,920	
Budget Justification: The San Carlos Apache Regional additional centers to participate	onal Partnership Council proposes pate in Quality First	to provide funding for four
Four medium child care cen	ters = (\$29,480)x 4= \$117,920	

Strategy 8: Expand the capacity of existing Apache Language and Cultural Preservation Programs.

San Carlos Apache language and culture programs are currently being implemented in five Head Start Centers in the region. The outcomes which have been achieved through the Head Start San Carlos Apache language and culture program are increased use of native language and song within the classroom setting. Expansion of this culture program would allow all seven early childhood centers in the region to have a native language and culture rich environment, where traditions and self identity are cultivated and nurtured. This strategy is focused around expanding Apache language and cultural preservation into early childhood education programs throughout the region.

There are a number of different models used for language revitalization and literacy. Second language, dual language, and immersion language programs all have research based models to support their implementation. There has been substantial research done in the field of language acquisition for the past 30 years and outcomes can vary depending on a number of factors. One of the most significant influences on a child's acquisition and competence of the second language is their understanding of their primary or first language. For very young children, ages birth through age five, dual language programs where both primary and secondary language is given equal emphasis during the day appears to be the most promising model. Most research done in the field of SLA has been on English as Second Language (ESL) students, but other languages have been substituted for the second language acquisition model.

http://www.dodea.edu/curriculum/docs/esl/eslprogramGuide0307.pdf http://qcpages.qc.cuny.edu/ECP/bilingualcenter/Newsletters/Acquiring2ndLangV3-1.pdf

Program Components Include:

- Evidence based research identifies key components of Second Language Acquisition literacy, or dual language curriculum which would include:
 - Oral language: vocabulary and listening comprehension. Expressive and receptive language.
 - Alphabetic code: alphabet knowledge, phonological/phonemic awareness which is the ability to discriminate sounds in words, invented spelling.
 - 3. Print knowledge: environmental print and concepts about print
- Parents would be highly encouraged to participate in the San Carlos Apache language and cultural preservation acquisition by engaging in classroom activities and field trips based around language and culture.
- Training early education teaching staff on Culture Curriculum, and how to integrate culture and language into everyday activities.
- Language and culture curriculum as well as material will be provided at teacher trainings.

Lead Goal: FTF will increase the availability, quality and diversity of relevant resources that support language and literacy development for young children and their families.

Goal: FTF will coordinate & integrate with existing education & information systems to expand families' access to high quality, diverse and relevant information and resources to support their child's optimal development.

Key Measures:

- Percentage of families of children birth through age five who report they maintain language and literacy rich home environments (e.g. children hear language throughout the day, children have opportunities for listening and talking with family members, books and other literacy tools and materials are available and accessible to children)
- Percentage of families with children birth through age five who report reading to their children daily in their primary language

Target Population: Language and culture to be delivered to 329 children attending seven early childhood education programs in the region. Teachers will receive trainings to increase understanding of how to integrate language and cultural concepts into everyday curriculum.

	SFY 2011	SFY 2012	SFY 2013
	July 1, 2010 –	July 1, 2011 - June 30,	July 1, 2012 -
	June 30, 2011	2012	June 30, 2013
Proposed Service Numbers	7 ECE Centers	7 ECE Centers	7 ECE Centers
	329 Children	329 Children	329 Children

Performance Measures:

- Increases in score on school readiness measures when the child enters into prekindergarten.
- Percentage of families attending adult and family literacy programs.
- Number of children with increased language development in their native language.

SFY 2011 Expenditure Plan	or Proposed Strategy	
Allocation for proposed strategy	\$62,539	

Budget Justification: Cost may vary depending on need of teaching staff within existing early care programs.

- Staff Training: \$16,000.00
 Justification: staff may require advanced training before a new curriculum or program can be implemented.
- Language and Cultural Material: \$40,000.00
 Justification: New material will have to be produced, purchased and integrated before early education programs can implement a comprehensive language and culture program. Dividing language and cultural material by the seven programs which do not currently have a culture program in place would allot \$5,000 to each program.
- Administrative Costs: \$6,539